

NOTICE OF MEETING

OF THE

WILLIAMSON COUNTY BENEFITS COMMITTEE

Date & Time: May 1, 2024, at 9:00 a.m.
Williamson County Georgetown Annex
Purchasing Training Room
100 Wilco Way, Suite 101
Georgetown, Texas 78626

Notice is hereby given that the Williamson County Benefits Committee will assemble at the above-referenced public meeting and, at such meeting, deliberate, discuss, consider, receive information, and take appropriate action regarding the matters referenced in this Notice of Meeting.

NOTICE OF POSSIBLE QUORUM

OF

WILLIAMSON COUNTY COMMISSIONERS COURT

Although the Williamson County Commissioners Court will take no action at the meeting, notice is hereby given, in accordance with the Texas Open Meetings Act, that a quorum of such members of the Williamson County Commissioners Court may be present at the meeting and such members may receive information from, give information to, ask questions of, or receive questions from any member of the Williamson County Benefits Committee or any third person, including an employee of Williamson County, about the public business or public policy over which the Williamson County Commissioners Court has supervision or control.

Agenda Items:

1. Roll Call.
2. Review and approval of minutes from the January 24, 2024, 9:00 a.m. Benefits Committee Meeting.
3. Discuss, consider and take appropriate action regarding Holmes Murphy & United Health Care Strategy:
 - UHC Plan Health Plan Performance Review
 - Holmes Murphy Presentation
 - 2024/2025 Budget Add-Ons
 - 2025 Benefit Plan Considerations
 - Medical Trend
 - Pharmacy Trend
 - High Claimant Review

- Budget Model

4. Review the Human Resources Department Reports.

- Financial Reports
- Upcoming Key Wellness Benefit Dates:
 - Bexa Breast Screening:
 - April 29th - May 2nd - Williamson County Justice Center
 - April 30th - May 3rd - Williamson County Georgetown Annex
 - June 20th & June 21st - Williamson County Pct. 1
 - June 26th - 27th - Williamson County Pct. 2
 - Harbor Health Onsite Wellness Exams/Biometric Screening:
 - May 20th - 24th - Williamson County Central Maintenance
 - June 3rd - 7th - Williamson County Georgetown Annex
 - June 10th - 14th - EMS North Campus

Next Meeting: May 16, 2024, 9:00 a.m.

EXECUTIVE SESSION: "The Williamson County Employee Benefits Committee reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed above, as authorized by Texas Government Code Sections 551.071 (Consultations with Attorney), 551.073 (Deliberations regarding Gifts and Donations), 551.074 (Personnel matters) and Section 551.0785 (Deliberations Involving Medical or Psychiatric Records of Individuals for a benefit from the plan; or a matter that includes a consideration of information in the medical or psychiatric records of any individual applicant for a benefit from the plan)."

Adjourn.

This notice of meeting was posted at www.wilcotx.gov and in the locked box located at the south side entrance of the Williamson County Historic Courthouse, a place readily accessible to the general public at all times, on the _____ day of _____, 2023 at _____ and remained posted for at least 72 continuous hours preceding the scheduled time of said meeting.

Benefits Committee Meeting

2.

Meeting Date: 05/01/2024

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Review and approval of minutes from the January 24, 2024, 9:00 a.m. Benefits Committee Meeting.

Background

Attachments

1.24.2024 Draft Benefit Committee Meeting Minutes

Form Review

Form Started By: Shelley Loughrey

Started On: 04/23/2024 01:59 PM

Final Approval Date: 04/23/2024

DRAFT
MEETING MINUTES

**NOTICE OF POSSIBLE QUORUM / MEETING
OF THE
WILLIAMSON COUNTY COMMISSIONERS COURT**

Notice is hereby given that members of the Commissioners Court of Williamson County, Texas, may assemble in numbers that constitute a quorum at a public meeting to be conducted / hosted by a quorum of the Williamson County Benefits Committee at the following location, date and time:

Date & Time: January 24, 2024, 9:00 a.m.
Williamson County Georgetown Annex
Human Resources
100 Wilco Way, Suite 101
Georgetown, Texas 78626

**NOTICE OF POSSIBLE QUORUM
OF
WILLIAMSON COUNTY COMMISSIONERS COURT**

Although the Williamson County Commissioners Court will take no action at the meeting, notice is hereby given, in accordance with the Texas Open Meetings Act, that a quorum of such members of the Williamson County Commissioners Court may be present at the meeting and such members may receive information from, give information to, ask questions of, or receive questions from any member of the Williamson County Benefits Committee or any third person, including an employee of Williamson County, about the public business or public policy over which the Williamson County Commissioners Court has supervision or control.

Agenda Items:

1. Roll Call.

Present: Bill Gravell, Jr., County Judge
Cynthia Long, Committee Member
Matt Williamson, Committee Member
John Pelczar, Committee Member
Cathy Mendoza, Committee Member
Mike Knipstein, Committee Member

Absent: James Carmona, Committee Member

Others Present: Rebecca Clemons, Sr. Human Resources Director
Shannon Francis, Asst to General Counsel
Julie Kiley, County Auditor
Jalyn Morris, First Assistant Auditor
Shelley Loughrey, Director of Benefits Administration
Angela Collins, Wellness Coordinator
Jazzmin Myers, Benefits Analyst
Mercades Duhon, Sr. Benefits Specialist

Tori Killingsworth, Sr. Benefits Specialist
Laurie Macina, United Health Care Consultant
Ronny Porter, United Health Care Consultant
David Gibson, Holmes Murphy, Benefit Broker Consultant
Nikki Morgan, Holmes Murphy, Benefit Broker Consultant

2. Review and approval of minutes from the November 1, 2023, 9:00 a.m. Benefits Committee Meeting.

Motion by: Committee Member Mike Knipstein

Second: Committee Member Cathy Mendoza

Aye: County Judge Bill Gravell, Jr.

Committee Member Cynthia Long

Committee Member Matt Williamson

Committee Member John Pelczar

3. Discuss, consider and take appropriate action to appoint the Benefits Committee Officers:

- Committee Chair (voting Committee member)
- Committee Vice-Chair (voting Committee member)
- Secretary (voting or nonvoting Committee member or other County employee)

Motion by: County Judge Bill Gravell, Jr.

Second: Committee Member Mike Knipstein

Aye: Committee Member Cynthia Long

Committee Member Matt Williamson

Committee Member John Pelczar

Committee Member Cathy Mendoza

The Committee Appointed the following:

Committee Chair: John Pelczar

Committee Vice-Chair: Matt Williamson

Secretary: Shelley Loughrey

4. Discuss, consider, and take appropriate action regarding alternative wellness program solutions.

No action taken.

5. Discuss, consider, and take appropriate action regarding retiree benefits eligibility rules.

No action taken.

6. Discuss, consider and take appropriate action regarding Holmes Murphy & United Health Care Strategy:

- Financials - Medical/Pharmacy Trend Review
- Large Claims Review
- Plan Year 2025 Plan Changes Discussion

- Wellness Preventative Solutions
- United HealthCare Network update (ARA Diagnostic & Imaging)
- Retiree Coverage and Cobra

No action taken.

7. Review the Human Resources Department Reports.

- Financial Reports
- FY25 Budget Preparation
- 2024 Benefits Committee Calendar Year Plan

Next Meeting: May 1, 2024 9:00 a.m.

EXECUTIVE SESSION: "The Williamson County Employee Benefits Committee reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed above, as authorized by Texas Government Code Sections 551.071 (Consultations with Attorney), 551.073 (Deliberations regarding Gifts and Donations), 551.074 (Personnel matters) and Section 551.0785 (Deliberations Involving Medical or Psychiatric Records of Individuals for a benefit from the plan; or a matter that includes a consideration of information in the medical or psychiatric records of any individual applicant for a benefit from the plan)."

Adjourn.

Benefits Committee Meeting

3.

Meeting Date: 05/01/2024

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Discuss, consider and take appropriate action regarding Holmes Murphy & United Health Care Strategy:

- UHC Plan Health Plan Performance Review
- Holmes Murphy Presentation
- 2024/2025 Budget Add-Ons
- 2025 Benefit Plan Considerations
- Medical Trend
- Pharmacy Trend
- High Claimant Review
- Budget Model

Background

Attachments

5.1.2024 Holmes Murphy Benefits Presentation

Form Review

Form Started By: Shelley Loughrey

Started On: 04/24/2024 05:39 PM

Final Approval Date: 04/24/2024



Williamson County

2nd Quarter Benefit Committee Meeting

May 1, 2024

United Healthcare Plan Performance Review

2024 / 2025 Budget Add-Ons

2024/2025 Budget Add-Ons

LifeLine

- Wellness Week in 2025
- Estimated cost: 140 scans at \$36 per scan = \$51,660

Heart CT Scan

- 2025 estimated 500 scans at \$75 per scan = \$37,500

Dexa

- 2025 two events estimated 6 busses at \$12,000 = \$24,000

Airrosti Benefit Change to \$0 copay

- 2024 estimated cost = \$875
- 2025 Would like to offer onsite options. This would require the Choice plan being added to the plan offerings

Additional estimated expense from above Preventive services and screenings should be considered cost neutral due to added benefits of early detection resulting in less costly current and future utilization.



2024/2025 Potential Budget Add-Ons, continued

Dental

- **Low Plan:** Increase Calendar Year OOP Max from \$750 to \$1,000 (+5% load)
- **High Plan:** Increase Calendar Year OOP Max from \$1,500 to \$1,750 (+5% load). Increase child Ortho Lifetime benefit Max from \$2,000 to \$2,500. Additional (+2% load).

Wellness Administration (Tobacco Reasonable Alternative Standard)

- Estimated costs + \$200,000 annually.



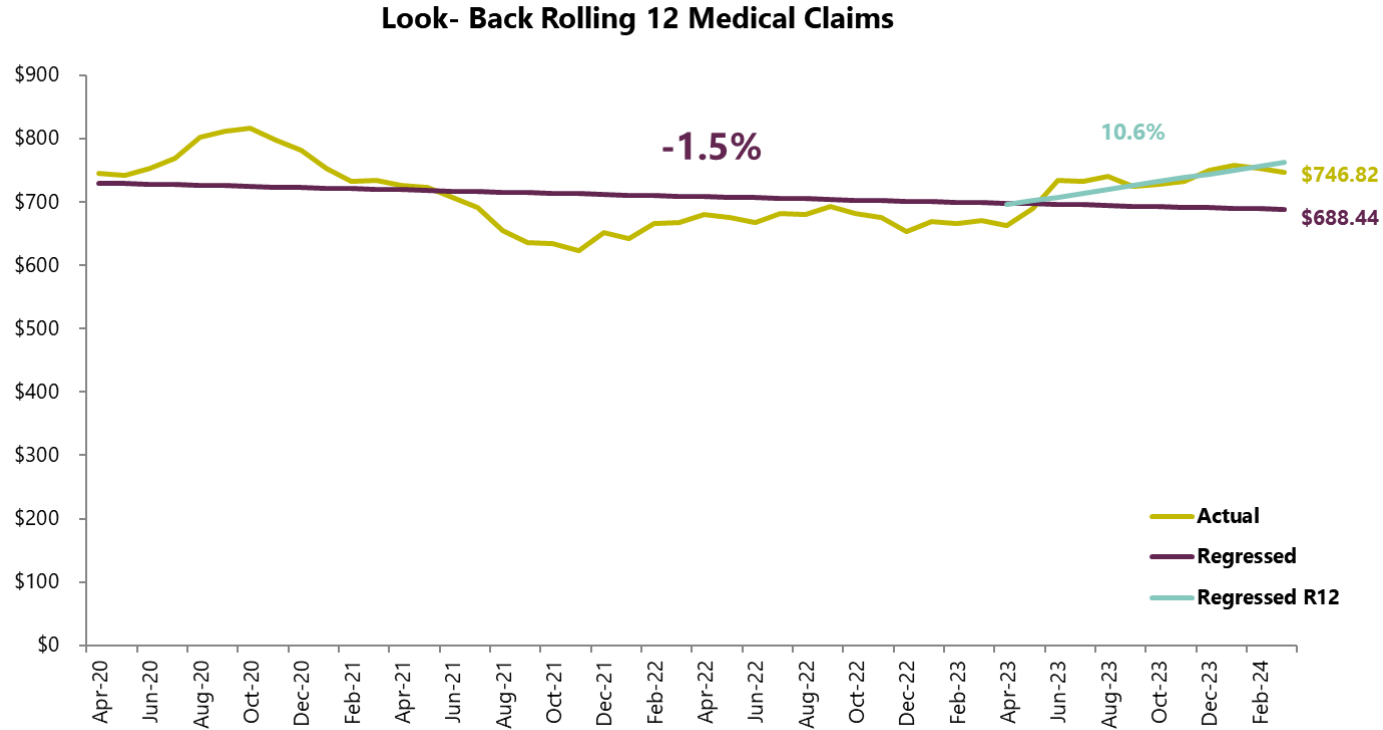
2024/2025 UHC Changes

- Improving Network Access

	Total			
enrollment	1,665	1,099	350	216
% by plan		66%	21%	13%
Current State 2025		Navigate plan	Choice +	HSA
Medical Only costs	\$738.28	\$738.28	\$738.28	\$738.28
Network Value		100%	100%	100%
Revised Value		\$738.28	\$738.28	\$738.28
Est RX costs		\$275.95	\$275.95	\$275.95
Estimated Admin Costs		\$152.97	\$152.97	\$152.97
Total Costs		\$1,167.20	\$1,167.20	\$1,167.20
Wtd Average	\$1,167.20			
Improved State 2025		Move to EPO plan	Choice +	HSA
Medical Only costs	\$738.28	\$738.28	\$738.28	\$738.28
Network Value adj (Navigate only)		94%	100%	100%
Revised Value		\$785.40	\$738.28	\$738.28
Est RX costs		\$275.95	\$275.95	\$275.95
Estimated Admin Costs		\$152.97	\$152.97	\$152.97
Total Costs		\$1,214.32	\$1,167.20	\$1,167.20
Wtd Average	\$1,198.30			
Estimated % increase if Navigate is changed to EPO, before plan changes that will need to be made to differentiate current Navigate vs Choice+	2.7%			



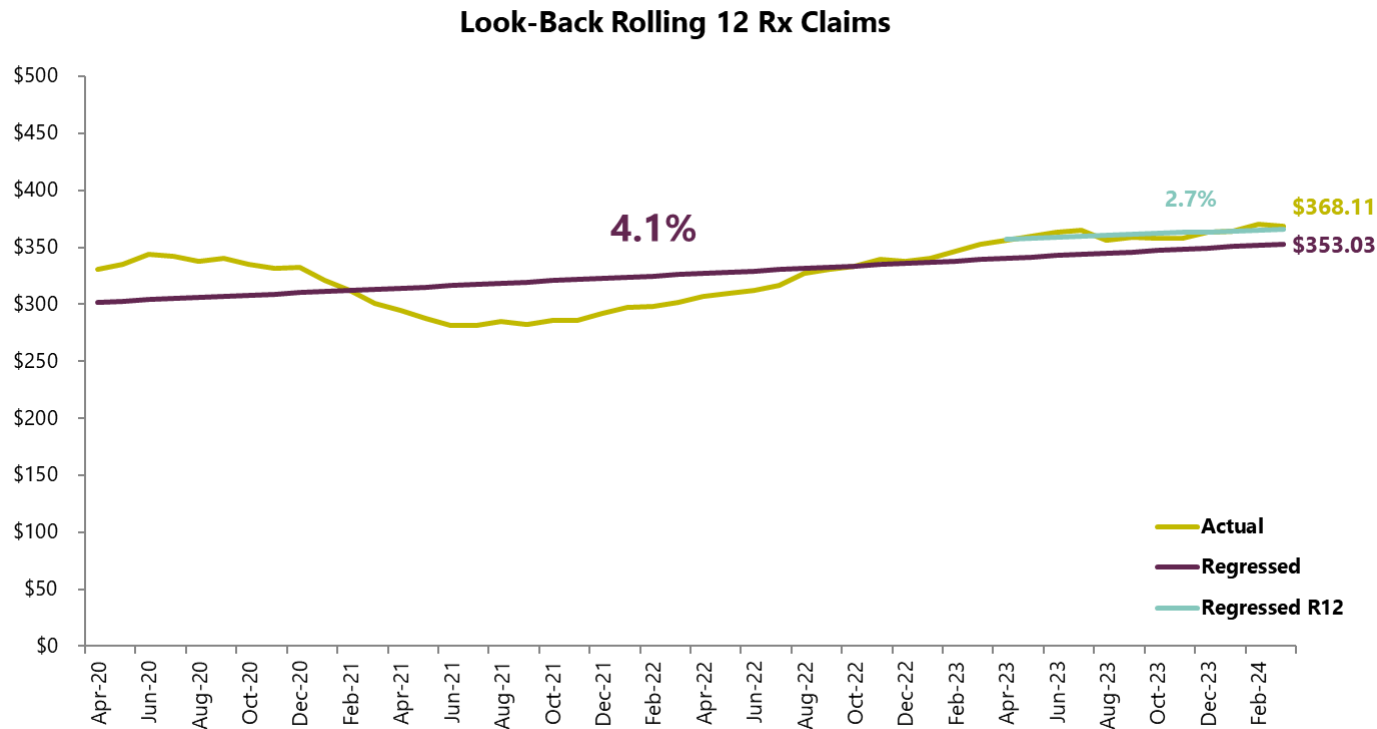
Medical Trend Rolling 12



Gross medical claims before SL reimbursements



Pharmacy Trend Rolling 12

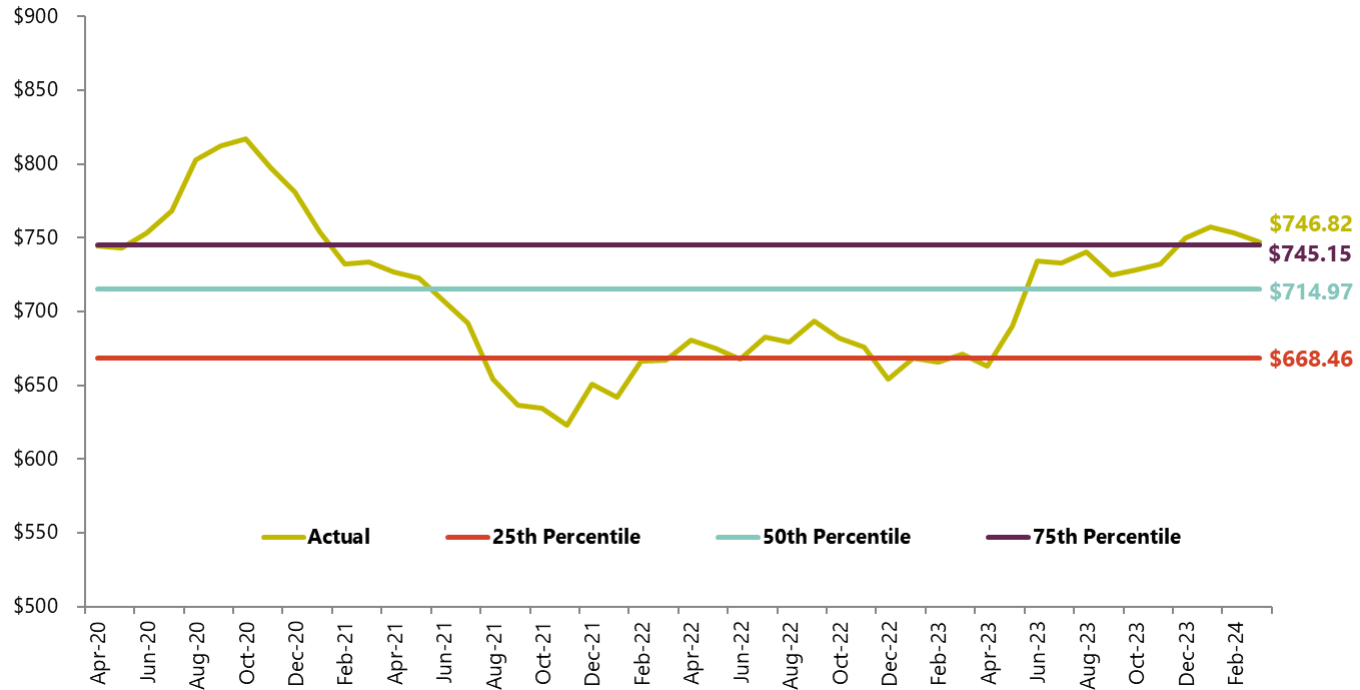


Gross pharmacy claims before rebates



Medical Trend PCL

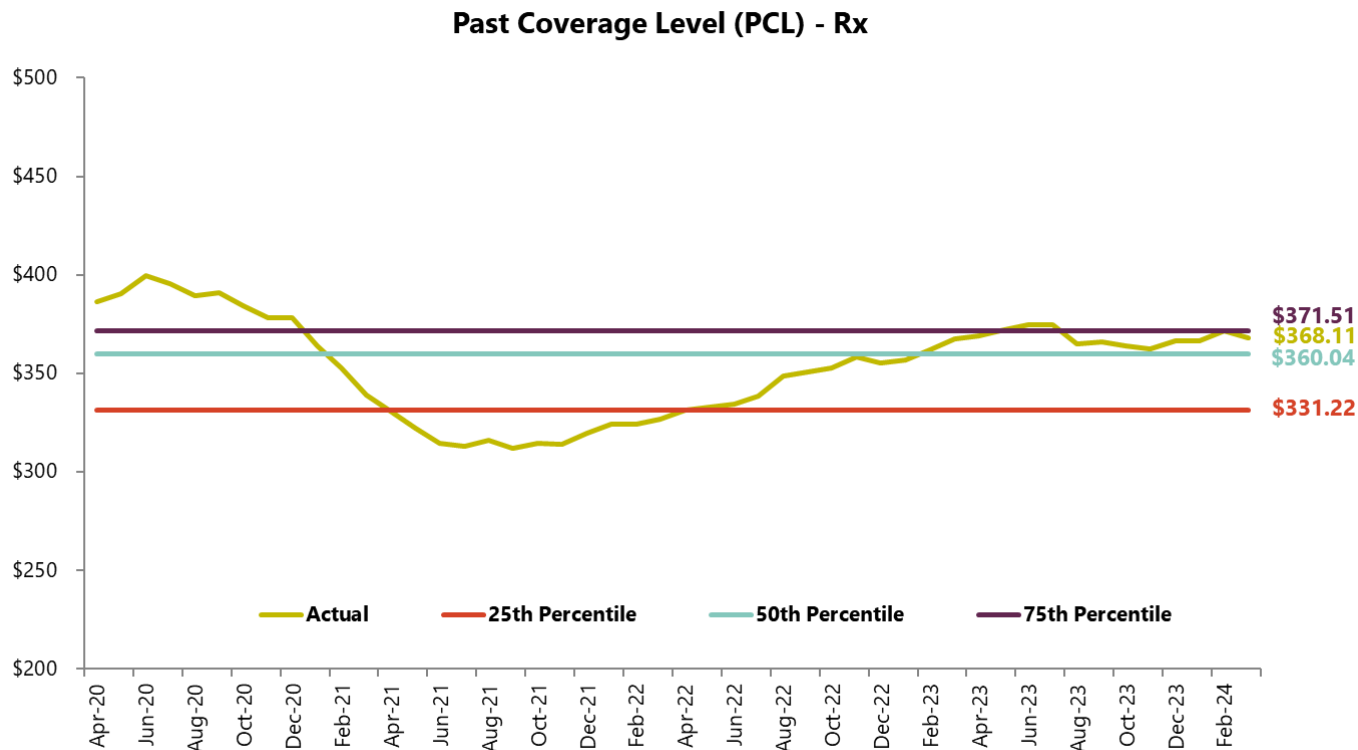
Past Coverage Level (PCL) - Medical



Gross medical claims before SL reimbursements



Pharmacy Trend PCL



Gross pharmacy claims before Rx rebates

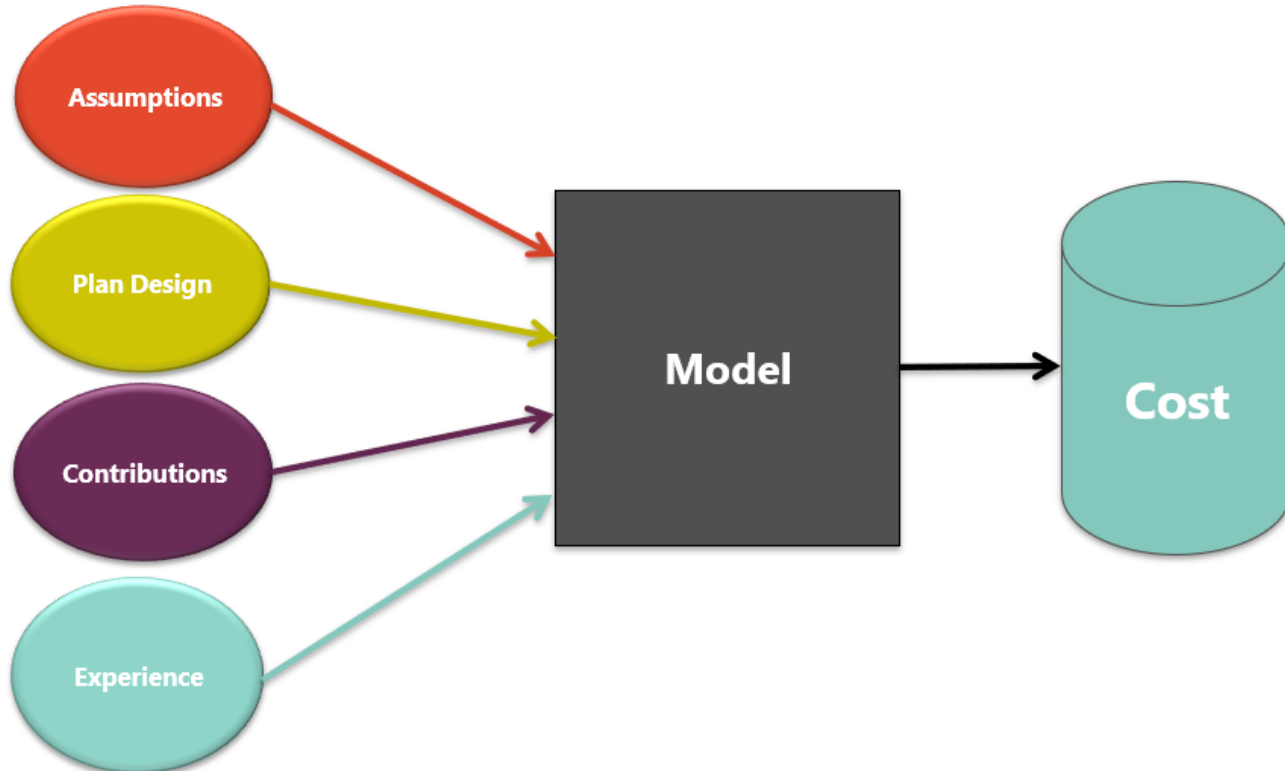


High-Cost Claimants

Claimant ID	Relationship Description	Claimant Coverage Status	Medical Diagnosis Code	Medical Diagnosis Code Description	RX Standard Therapeutic Class Description	*Derived Claim Status	Medical Paid	Rx Paid	Total Paid
Claimant 1	EMPLOYEE	ACTIVE	T84.226A	DISPLACEMENT IF DEVC VERTEBRAE INIT	LIPOTROPICS	OPEN	\$232,763.26	\$141.74	\$232,905.00
Claimant 2	SPOUSE	ACTIVE	Z51.12	ENC ANTINEOPLASTIC IMMUNOTHERAPY	MISCELLANEOUS	OPEN	\$98,161.43	\$13,139.94	\$111,301.37
Claimant 3	EMPLOYEE	ACTIVE	Z51.12	ENC ANTINEOPLASTIC IMMUNOTHERAPY	ANTINEOPLASTICS	OPEN	\$75,457.89	\$27,394.73	\$102,852.62
Claimant 4	SPOUSE	ACTIVE	999.999	OTHER DIAGNOSIS	MISCELLANEOUS	OPEN	\$89,062.69	\$301.26	\$89,363.95
Claimant 5	EMPLOYEE	ACTIVE	C71.1	MALIGNANT NEOPLASM OF FRONTAL LOBE	ANTINEOPLASTICS	OPEN	\$81,563.70	\$6,221.57	\$87,785.27
Claimant 6	CHILD	ACTIVE	E84.0	CF WITH PULMONARY MANIFESTATIONS	MISCELLANEOUS	OPEN	\$3,653.24	\$80,659.75	\$84,312.99
Claimant 7	EMPLOYEE	ACTIVE	Z51.12	ENC ANTINEOPLASTIC IMMUNOTHERAPY	ANTINEOPLASTICS	OPEN	\$59,939.47	\$18,763.04	\$78,702.51
Claimant 8	SPOUSE	ACTIVE	M47.894	OTHER SPONDYLOSIS THORACIC REGION	ANTINEOPLASTICS	OPEN	\$12,761.18	\$58,251.36	\$71,012.54
Claimant 9	SPOUSE	ACTIVE	K56.600	PART INTESTINAL OBST UNS AS TO CAU	ALL OTHER DERMATOLOGIC	OPEN	\$42,696.13	\$26,910.55	\$69,606.68
Claimant 10	SPOUSE	ACTIVE	T81.43XA	INFCT FL PRC ORG SPCE SRG SIT INIT	OTHER THERAPEUTIC CLASS	OPEN	\$68,655.06	\$642.17	\$69,297.23
Claimant 11	EMPLOYEE	ACTIVE	C79.51	SECONDARY MALIGNANT NEOPLASM BONE	ANTINEOPLASTICS	OPEN	\$17,391.31	\$42,676.81	\$60,068.12
Claimant 12	EMPLOYEE	ACTIVE	N18.6	END STAGE RENAL DISEASE	ANTICOAGULANTS	OPEN	\$57,104.52	\$1,107.03	\$58,211.55
Claimant 13	NEWBORN	ACTIVE	Z38.01	SINGLE LIVEBORN INFANT DELIV C-SECT	MISCELLANEOUS	OPEN	\$50,192.11	\$0.00	\$50,192.11



Budget Model



Thank
you.

Benefits Committee Meeting

4.

Meeting Date: 05/01/2024

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Review the Human Resources Department Reports.

- Financial Reports
- Upcoming Key Wellness Benefit Dates:
 - Bexa Breast Screening:
 - April 29th - May 2nd - Williamson County Justice Center
 - April 30th - May 3rd - Williamson County Georgetown Annex
 - June 20th & June 21st - Williamson County Pct. 1
 - June 26th - 27th - Williamson County Pct. 2
 - Harbor Health Onsite Wellness Exams/Biometric Screening:
 - May 20th - 24th - Williamson County Central Maintenance
 - June 3rd - 7th - Williamson County Georgetown Annex
 - June 10th - 14th - EMS North Campus

Background

Attachments

March 2024 Benefits Financial Report

Form Review

Form Started By: Shelley Loughrey
Final Approval Date: 04/24/2024

Started On: 04/24/2024 11:22 AM

WILLIAMSON COUNTY
WILLIAMSON COUNTY BALANCE SHEET
Current Period: MAR-24

Date: 23-APR-24 16:26:39
Page: 1

Currency: USD

Entity=01 (Williamson County), Fund=0885 (WSMN CO BENEFITS FUND)

ASSETS

101000 CASH IN BANK	2,198,494.46
134001 PREPAID EXP-UHC	121,969.35
151100 TEXPOOL PRIME	10,543,591.13
152000 INVESTMENTS	9,935,094.88
155000 INTEREST REC, INVESTMENTS	107,395.83
164200 RIGHT TO USE ASSET	385,407.52

TOTAL ASSETS	23,291,953.17
	=====

LIABILITIES AND FUND EQUITY

LIABILITIES

202001 CLAIMS LIABILITY	(1,211,156.08)
217000 ACCRUED INTEREST PAYABLE	(448.10)
231130 SUBSCRIPTION LIABILITY	(173,086.36)
281400 AMORTIZED-INTANGIBLE	(192,703.76)

TOTAL LIABILITIES	(1,577,394.30)

FUND EQUITY

244000 RESERVE FOR ENCUMBERANCE	0.00
271000 UNRESERVED FUND BALANCE	(21,714,558.87)

TOTAL FUND EQUITY	(21,714,558.87)

TOTAL LIABILITIES AND FUND EQUITY	(23,291,953.17)
	=====

16:26:38

WILLIAMSON COUNTY

Date: 23-APR-24

Page: 1

STATEMENT OF REVENUES

Current Period: MAR-24

Currency: USD

Entity=01 (Williamson County), Fund=0885 (WSMN CO BENEFITS FUND), Department=0000 (Default)

Object	Orig Budget	Curr Budget	Monthly Rev	YTD Revenue	Rev Receivable	%Rm
361300 INTEREST, INVESTMENTS	600,000.00	600,000.00	91,861.45	557,135.97	42,864.03	(7)
367100 EMPLOYER CONTRIBUTIONS	21,014,400.00	21,014,400.00	1,745,600.00	10,465,600.00	10,548,800.00	(50)
367200 EMPLOYEE DEDUCTIONS/MEDICAL	2,767,803.00	2,767,803.00	272,165.66	1,601,833.47	1,165,969.53	(42)
367201 EMPLOYEE DEDUCTIONS/DENTAL	1,268,780.00	1,268,780.00	104,508.32	612,397.93	656,382.07	(52)
367202 EMPLOYEE DEDUCTIONS/VISION	352,904.00	352,904.00	35,975.45	208,902.32	144,001.68	(41)
367300 COBRA/RETIREE DEP PREM	642,621.00	642,621.00	55,025.08	329,190.62	313,430.38	(49)
370500 MISCELLANEOUS REVENUE	0.00	0.00	0.00	683.35	(683.35)	n/m
TOTAL	26,646,508.00	26,646,508.00	2,305,135.96	13,775,743.66	12,870,764.34	(48)

16:26:58

WILLIAMSON COUNTY

Date: 23-APR-24

Page: 1

STATEMENT OF EXPENDITURES-BUDGET VS ACTUAL

Current Period: MAR-24

Currency: USD

Entity=01 (Williamson County), Fund=0885 (WSMN CO BENEFITS FUND), Department=0885 (WSMN CO SELF FUNDING INS.)

Object	Original Budget	Current Budget	Monthly Expend	YTD Expend	YTD Exp + Encumb	UnEncumb Balance	Rm%
003600 EMPLOYEE ASSIST. PGRM	40,166.40	40,166.40	3,043.17	17,923.95	40,166.00	0.40	0
004039 RETIREE HEALTH CLAIMS, DENTAL	90,631.99	90,631.99	4,573.33	35,356.58	35,356.58	55,275.41	61
004040 RETIREE HEALTH CLAIMS, MEDICAL	1,071,414.93	1,071,414.93	179,539.36	730,290.62	730,290.62	341,124.31	32
004041 RETIREE HEALTH CLAIMS, PRESCRIPTI	1,107,195.18	1,107,195.18	114,578.00	696,142.13	696,142.13	411,053.05	37
004049 HEALTH CLAIMS PAID, DENTAL	1,191,472.46	1,191,472.46	125,503.01	632,444.16	632,444.16	559,028.30	47
004050 HEALTH CLAIMS PAID, MEDICAL	13,559,259.75	13,542,486.00	927,556.63	6,571,307.89	6,571,307.89	6,971,178.11	51
004051 HEALTH CLAIMS PAID, PRESCRIPTION	4,678,705.14	4,678,705.14	474,284.46	1,435,620.08	1,435,620.08	3,243,085.06	69
004054 ADMIN COST, HEALTH INS.	1,013,985.00	1,013,985.00	95,083.64	472,267.63	472,267.63	541,717.37	53
004056 ADMIN COST, DENTAL	58,968.00	58,968.00	5,051.28	29,736.72	29,736.72	29,231.28	50
004057 STOP LOSS INSURANCE	1,895,647.32	1,895,647.32	163,132.20	927,637.26	927,637.26	968,010.06	51
004058 GROUP LIFE PREMIUMS	75,393.79	75,393.79	5,792.98	24,655.82	24,655.82	50,737.97	67
004059 ADMIN. COST, FLEX PLAN	36,000.00	36,000.00	1,527.00	8,976.00	8,976.00	27,024.00	75
004060 ADMIN. COST, COBRA ADMINISTRATION	23,200.00	23,200.00	309.86	7,373.51	7,373.51	15,826.49	68
004065 RETIREE VISION INSURANCE	27,250.92	27,250.92	2,213.33	13,289.11	13,289.11	13,961.81	51
004066 EMPLOYEE VISION INSURANCE	352,904.31	352,904.31	35,687.62	207,615.86	207,615.86	145,288.45	41
004067 EMPLOYER HSA CONTRIBUTIONS	525,000.00	525,000.00	14,250.00	346,125.00	346,125.00	178,875.00	34
004068 ADMIN. COST, HSA	8,662.50	8,662.50	409.75	1,683.00	1,683.00	6,979.50	81
004911 COMPLIANCE FEES	13,656.14	30,429.89	0.00	1,649.34	22,273.09	8,156.80	27
004996 WELLNESS PROGRAM	329,930.00	329,930.00	5,987.52	58,928.90	121,680.00	208,250.00	63
TOTAL	26,099,443.83	26,099,443.83	2,158,523.14	12,219,023.56	12,324,640.46	13,774,803.37	53

WILLIAMSON COUNTY

Date: 23-APR-24

16:26:59

Page: 1

STATEMENT OF EXPENDITURES-BUDGET VS ACTUAL

Current Period: MAR-24

Currency: USD

Entity=01 (Williamson County), Fund=0885 (WSMN CO BENEFITS FUND), Department=0886 (WSMN CO BENEFITS PGM.)

Object	Original Budget	Current Budget	Monthly Expend	YTD Expend	YTD Exp + Encumb	UnEncumb Balance	Rm%
001100 F/T SALARIES	348,865.37	361,454.02	27,726.47	164,207.89	164,207.89	197,246.13	55
001107 TEMP LABOR-SEASONAL HELP	5,000.00	5,000.00	0.00	0.00	0.00	5,000.00	100
001109 CELL PHONE STIPEND	480.00	480.00	40.00	240.00	240.00	240.00	50
001125 LONGEVITY PAY	1,248.00	1,248.00	96.00	525.60	525.60	722.40	58
001130 MERIT, RETENTION & RECRUITING	16,742.99	4,154.34	0.00	0.00	0.00	4,154.34	100
001914 BILINGUAL STIPEND	600.00	600.00	46.16	184.64	184.64	415.36	69
002010 FICA	28,529.63	28,529.63	2,006.70	11,998.23	11,998.23	16,531.40	58
002020 RETIREMENT	59,053.79	59,053.79	4,479.33	26,088.77	26,088.77	32,965.02	56
002030 INSURANCE	48,000.00	48,000.00	4,000.00	24,000.00	24,000.00	24,000.00	50
002050 WORKER'S COMP	568.03	568.03	0.00	551.87	551.87	16.16	3
003005 OFFICE FURNITURE < \$5,000	3,000.00	3,000.00	0.00	2,384.86	2,384.86	615.14	21
003006 OFFICE EQUIPMENT < \$5,000	400.00	400.00	0.00	0.00	0.00	400.00	100
003010 COMPUTER EQUIPMENT < \$5,000	3,738.00	3,738.00	0.00	2,067.63	2,105.63	1,632.37	44
003011 COMPUTER SOFTWARE < \$5,000	750.00	750.00	0.00	0.00	0.00	750.00	100
003100 OFFICE SUPPLIES	10,000.00	10,000.00	0.00	0.00	0.00	10,000.00	100
003900 MEMBERSHIP DUES	3,744.00	3,744.00	0.00	1,685.00	1,685.00	2,059.00	55
004100 PROFESSIONAL SERVICES	85,000.00	85,000.00	7,083.33	35,416.69	85,000.00	0.00	0
004181 INDEPENDENT AUDIT	22,000.00	22,000.00	0.00	22,000.00	22,000.00	0.00	0
004208 INTERNET CLOUD SOLUTIONS	179,809.00	179,809.00	15,187.17	91,137.91	174,928.99	4,880.01	3
004212 POSTAGE	3,500.00	3,500.00	0.00	0.87	0.87	3,499.13	100

004216 POSTAGE METER RENTAL/SUPPLIES	300.00	300.00	0.00	0.00	0.00	300.00	100
004231 TRAVEL	1,200.00	1,200.00	0.00	0.00	0.00	1,200.00	100
004232 TRAINING, CONF., SEMINARS	72,285.52	72,285.52	1,909.28	28,156.59	28,156.59	44,128.93	61
004350 PRINTED MATERIALS & BINDING	2,550.00	2,550.00	0.00	128.10	128.10	2,421.90	95
004621 COPIER RENTAL & SUPPLIES	2,500.00	2,500.00	119.61	645.02	1,485.26	1,014.74	41
004705 PRE-EMPLOYMENT SCREENING	200.00	200.00	0.00	0.00	0.00	200.00	100
004999 MISCELLANEOUS	500.00	500.00	0.00	0.00	0.00	500.00	100
TOTAL	900,564.33	900,564.33	62,694.05	411,419.67	545,672.30	354,892.03	39